



National Labor Relations Board Election

1. Have at least 30% of coworkers sign union authorization cards/petitions
2. File a petition for a union election with the NLRB
3. If the union wins 50% +1 of the vote, your employer must bargain in good faith over working conditions

Voluntary Recognition / Majority Signup

1. A majority of employees in the bargaining unit sign cards/petitions seeking union representation
2. Workers ask their employer to recognize the union voluntarily
3. If the employer agrees, the union becomes the workers' legal representative for purposes of collective bargaining and the parties begin bargaining
4. If the employer refuses to recognize the union, workers can file a petition for an election with the NLRB

Your rights on the job include:

The right to join or assist in organizing any labor organization on the job;

The right to "engage in concerted activity", or act in a group of two or more, to protect your right to organize and win demands;

The right to talk union, and to hand out union literature in non working areas off the clock;

The right to not discuss any of these activities with your employer.

You have the right to discuss pay and workplace conditions, and to organize off-site and unionize with your coworkers.

Your boss may not spy on, bribe, coerce, interrogate, or threaten you for organizing

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